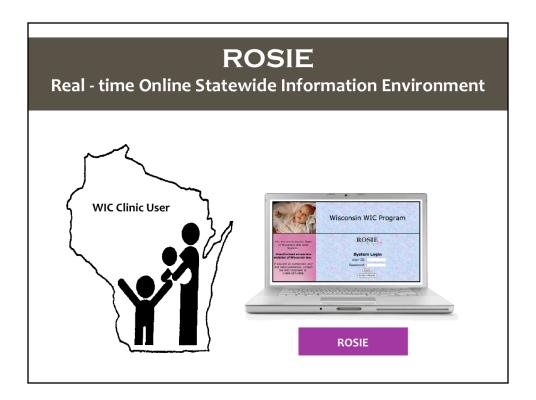
Civil Rights: ROSIE



Welcome to the ROSIE module. This module is 2 of 5 that make up the course and will take about 30 minutes to complete.



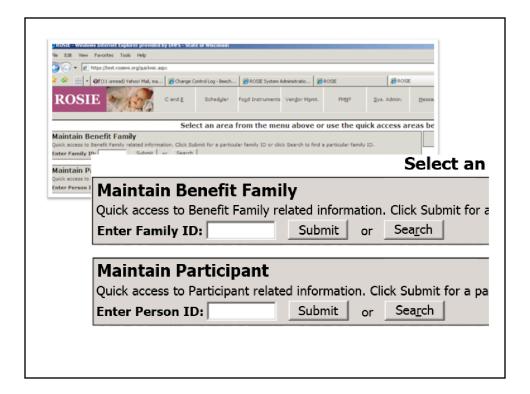
Before we start, let's be clear on just what ROSIE is, in case you have never heard of it. ROSIE stands for "Real – time Online Statewide Information Environment. ROSIE serves many functions: It is a computer application that collects and processes WIC data. It also creates letters and standard reports based on the data it has collected. Finally, ROSIE provides adhoc reporting, which is a term that simply means a report formed or used for specific or immediate needs.

This module is not a full ROSIE training; it only provides information about ROSIE as it relates to Civil Rights.



This is the ROSIE Login screen. You will become very familiar with this as you work in WIC!

Civil Rights: ROSIE



After you log in you will see this screen. Notice that there is an ID for each family and for each individual WIC participant.

Civil Rights: ROSIE



Now that you know a little bit about ROSIE, let's begin. Here are the topics covered in this module.

At the end of this module you will:

- Acquire knowledge and develop skills necessary to communicate WIC's policies to participants in areas related to collecting and using physical challenge, language challenge, ethnicity and race data, and
- Understand proper documentation of data in ROSIE: physical challenge; language challenge; and ethnicity and race.

Entering data into ROSIE shows WIC policies have been met. Data collection documents important information to show that people are not being discriminated against based on race, color, national origin, sex, age, or disability. Accurate data entry will produce accurate reports about participants, which will enables us to better understand the WIC participants and to plan services for them.

	ROSIE CODES
	Compliance Buy Family: *FI First Day of Use: *FI Pickup Day: First Monday WIC ID Card Issued: Physical Challenges: Language Challenges: Language Challenges: Refused Appointment Date within Requirements - Hearing impaired Family Application Method: **Nentally or emotionally impaired **IC ID Card Issued:
_	puage Challenges: hin Requirements: pplication Method: W - Physically impaired W - Physically impaired O - Other - see comments

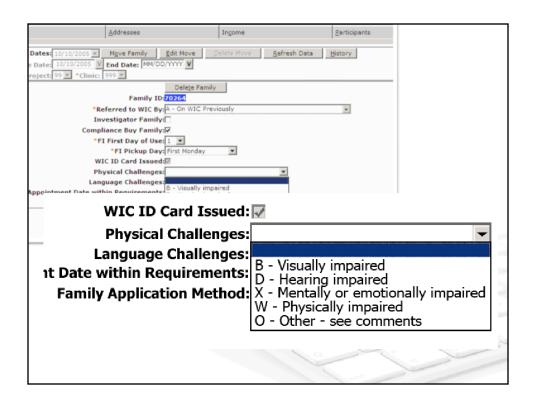
As you know from the Basics Module, regulations prohibit discrimination on the basis of disability. If an applicant or participant has a physical challenge, it needs to be recorded in the ROSIE Information tab even though the field is not marked as required (with a red asterisk). Here are the ROSIE codes for the various disabilities.

Click ahead when you are ready to continue.



The best time to complete the Physical challenge field is during pre-screening for the appointment. At this time, assistance can be scheduled in advance of the appointment. Another time this field can be completed is during intake.

Ask "Do you need any accommodations for a disability for the appointment?" If someone calls on behalf of the guardian, that may be an indication that assistance may be needed during the appointment.



Now you are going to see some codes in ROSIE that apply to documenting disability.

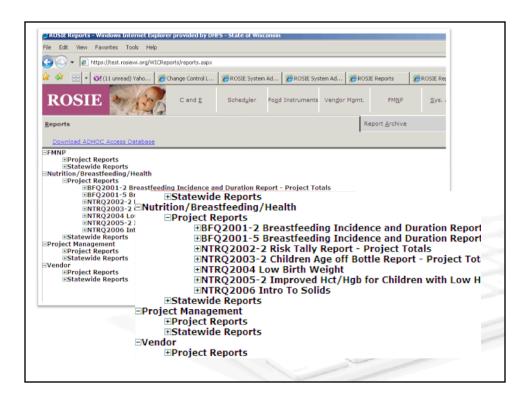
To document a physical challenge not listed in these codes, select the code O, for other, and in ROSIE Comments, type the physical challenge.

When using a sign language interpreter, select code D, Hearing Impaired and do not include the code in the language challenges section.

Document how you communicated with someone with a hearing impairment. If you use a sign language interpreter for your job (such as during intake, health screening or check pick up, you need to document that you used an interpreter. Some participants may prefer reading lips or written communication. CPAs and Nutrition staff document that an interpreter was used in the ROSIE Care Plan by putting a check in the Interpreter box. Other staff should document in ROSIE Comments. This will document that a third person was involved in providing services and will justify the payment for a Sign Language interpreter with WIC funds.

If you need a reminder to schedule a sign language interpreter, create an alert in ROSIE. Document in ROSIE Comments that an interpreter was scheduled to inform other staff.

Civil Rights: ROSIE



Another component in ROSIE is the reports area. Reports are documents that show different types of data. They are used for many purposes, such as to find out which local WIC projects have the highest breastfeeding initiation and duration.

Review the numbers challenges in the s	WIC	930			
REPORT NUM: WICQ3010-1			WISCONSIN WIC PROGRAM Statewide Project Summary Statisti	CS	Т
Health Care Source			Physical Challen	•	
A - Medicaid/BadgerCare/Healthy Start C - Indian, Migrant Health Service D - Other Government E - Health Insurance, full coverage F - Health Insurance, co-pay or deductible G - No Insurance H - Health Insurance with exclusion X - Unknown Total:	142,318 407 489 2,648 17,636 7,980 112 2,833 174,424	81.60 % 0.20 % 0.30 % 1.50 % 10.10 % 4.60 % 0.10 % 1.60 %	Visually Impaired Hearing Impaired Physically Impaired Mentally or emotionally impaired Other Total:	25 103 17 32 389 105,548	0.00 % 0.10 % 0.00 % 0.00 % 0.40 %
This repor	't is in	ROSII	E Reports tab.		

Here is a sample report showing participants with physical challenges. Notice the numbers and types of physical challenges. Click ahead to continue.

Civil Rights: ROSIE

Enter your personal data below.
What is your ethnicity?
What is your race or races? (check all that apply) White American Indian or Alaskan Native Native Hawaiian or Other Pacific Islander Black or African American Asian

Our next topic is collecting racial and ethnic data; before we do so, let's explore this from a personal standpoint. Complete the exercise and then click ahead.

What is your ethnicity?

What is your race or races?
White
American Indian or Alaskan Native
Native Hawaiian or Other Pacific Islander
Black or African American
Asian

RACIAL AND ETHNIC DATA COLLECTION

- Required
- Monitor enforcement
- Ensure uniformity and comparability
- Generate required reports

Racial and ethnic data collection is required by the National Office of Management and Budget.

The purpose of the data collection is to:

- · Monitor enforcement of civil right laws for WIC participants
- Ensure federal agencies have data that is accurate and uniform so they can compare data among states, and
- Generate reports required by the Federal Government, United States Department of Agriculture.

The Wisconsin WIC Program also has reports that help us evaluate the program. Accurate data entry affects funding for the project. Health Departments and other agencies use WIC data for reports and to gain knowledge of the population. Racial and ethnic data may be used for writing grants to bring additional funds into the agency.

RACIAL AND ETHNIC DATA COLLECTION

- Monitor nutritional status by race and ethnicity
- Identify areas for special services
- Plan and implement programs
- Evaluate programs

In addition to meeting federal requirements, the collection of racial and ethnic data helps WIC to understand the needs of participants to tailor services to improve their health.

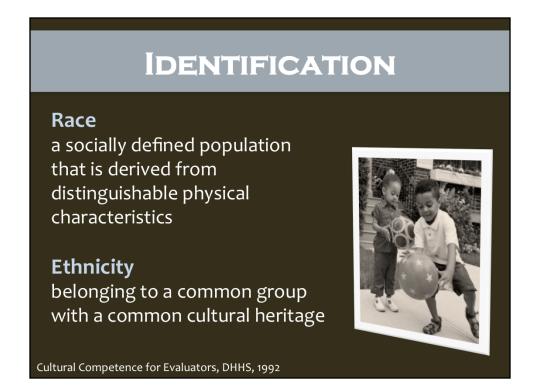
Other Purposes include:

- Monitoring nutritional status by race and ethnicity in WIC Reports
- · Identifying areas residents might need special services
- Planning for and implementing new programs that address specific needs highlighted from reports, and
- Evaluating WIC services.

Examples of some Wisconsin WIC reports that include racial and ethnic data are: breastfeeding, Birthweight/Prematurity of infants by the trimester Mother was enrolled in WIC; Introduction to solids and beverages other than breast milk and formula; and Children off the Bottle.

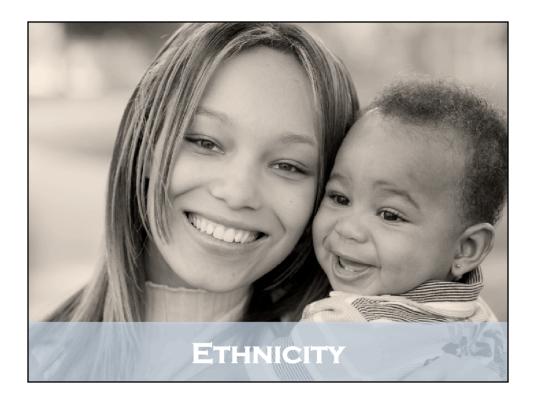


Just a reminder that whatever you put into ROSIE will eventually end up in critical reports.



Here is an explanation of the differences between race and ethnicity. For race, distinguishing physical characteristics are genetically transmitted.

Ethnicity is often linked by race, nationality and language.



Let's take a further look at ethnicity.

ETHNICITY

- Ethnicity relates to a sense of identity based on common ancestry and national, religious, tribal, linguistic, or cultural origins.
- Implies shared values, lifestyles, and norms.



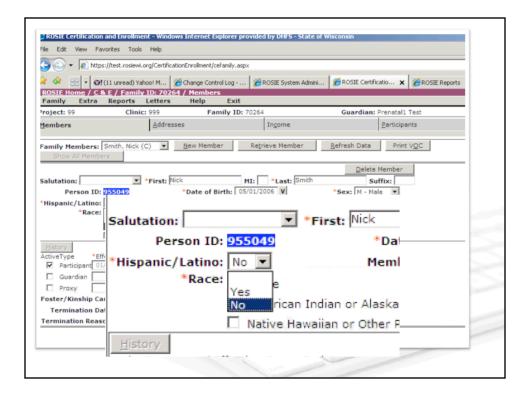
Building Cultural Competence in Human Services Organizations Richard A. Aronson, MD, MPH, April 25, 2002

Ethnicity is how people define themselves and how they are defined by others.

Ethnicity is a common human experience. It is about self-identity and group relationships within a large culture, a way of life.

We collect data on Hispanics and Latinos. Hispanics are grouped and in Wisconsin, may include Cubans, Mexicans, and Puerto Ricans. Data collection of Hispanics and Latinos is required by the federal government.

Other ethnic groups in Wisconsin are Germans, Polish, Irish, Italians, and Norwegians, but we do not collect data on them. These ethnic groups immigrated to the US a long time ago whereas many Hispanics and Latinos are recent immigrants or refugees to the U.S.



WIC Staff are required to ask applicants to identify their ethnicity and race when they enroll in WIC for the first time.

They are also required to tell participants that this information has no effect on eligibility.

WIC staff should explain how the data will be used. People are more comfortable if they know why you are asking this information. Data will be used to produce group reports, not individual reports.

It will also be used to monitor fulfillment of civil rights laws.

When you enter data in the ROSIE Members Tab, enter ethnicity first, then race.

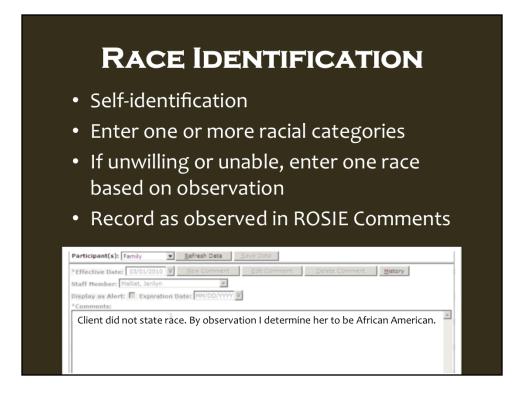
Applicants and guardians self-identify their ethnicity.

Review the numbers of participants by ethnicity in the WICQ3008-3 Annual Count of Participation											
REPORT NUM: WICY3008-1 WISCONSIN WIC PROGRAM Report Period: 01/01/2009 thru 12/31/2009 WICY3008 Annual Count of Participation - Statewide Totals											
Ű											
od				Breast-	Non- Breast-			Chi (by a			
3e	Race	Ethnicity	Pregnant	feeding	feeding	Infant	1	2	3	4	
当	Single Race										
S	White	Hispanic	2,589	3,225	4,315	7,388	5,843	5,255	4,774	6,409	
Ş		Non-Hispanic	7,554	6,024	17,344	18,795	13,655	11,113	9,714	13,030	
п	Black or African American	Hispanic	39	29	133	269	203	183	138	161	
S	American	Non-Hispanic	2,616	1,056	7,018	7,927	5,229	4,554	3,910	5,229	
This report is in ROSIE Reports tab.	American Indian or Alaskan Native	Hispanic	164	311	314	345	375	347	429	753	
e l		Non-Hispanic	305	150	609	555	384	412	424	563	
	Asian	Hispanic	6	4	11	29	22	19	17	14	
. <u>≔</u>		Non-Hispanic	593	277	1,601	1,583	1,208	1,068	937	1,436	
Ė	Native Hawaiian or Other Pacific Islander	Hispanic	14	13	26	46	32	25	10	20	
		Non-Hispanic	19	29	42	38	32	35	25	20	

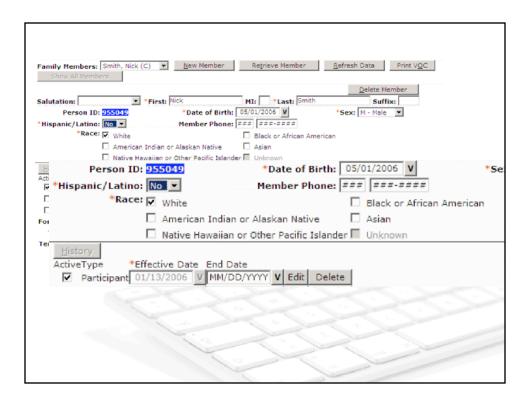
Here is a sample report showing participants by ethnicity and race. Notice the number of Hispanics by race. Click next to advance.



Let's take a look at ROSIE and race.



Race data collection is also based on self-identification. Staff may not "second guess" or in any way change or challenge a self-identification made by the applicant unless the declaration is obviously false. If the participant is unwilling or unable to identify a race for themselves or their children, WIC staff will enter one race into the participant's ROSIE record based on their observation. Record this in the ROSIE Comments box. It is a federal requirement to record that the race was selected by WIC staff based on observation.



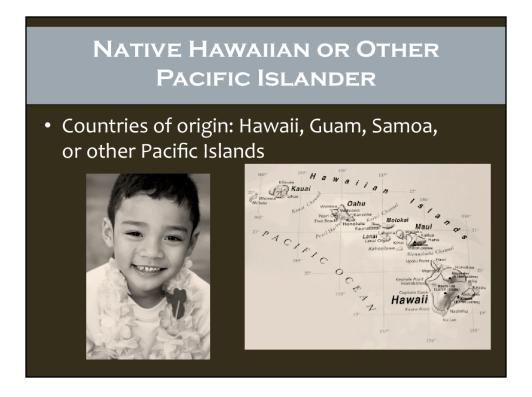
These are the race codes listed in the ROSIE Member Tab. Click ahead to continue.



This racial category is used by people who originate from Africa or who are members of families who come from Africa. The Black racial category could include Haitians and Jamaicans.



The Asian racial category includes people who come from East Asia, Southeast Asia, or the Indian subcontinent or who are members of families who come from these countries. The countries include Cambodia, Laos, China, India, Japan, Korea, Malaysia, Pakistan, the Philippine Islands, Thailand, and Vietnam.



The racial category of Native Hawaiian or Other Pacific Islander includes people who originate from Hawaii, Guam, Samoa, or other Pacific Islands or who are members of a family who come from these countries.

AMERICAN INDIAN OR ALASKAN NATIVE

 Origins in North and South America
 (including Central America). Native
 American Indians who
 maintain tribal
 affiliation or community
 attachments.



The American Indian racial category are people who come from North, South and Central America or people who are members of families who come from the Americas. This racial code is assigned to Native American Indians who maintain tribal affiliation or community attachments although they do not need to report their tribal affiliation to the WIC staff.



The White racial code is assigned to people who come from Europe, the Middle East, or North Africa or who are members of families who come from these countries. The Middle East includes Iraq, Iran and Saudi Arabia.





Cuban, Mexican,
 Puerto Rican, South
 or Central American,
 or other Spanish
 culture or origin

The racial category for Hispanic or Latino is not as straight forward.

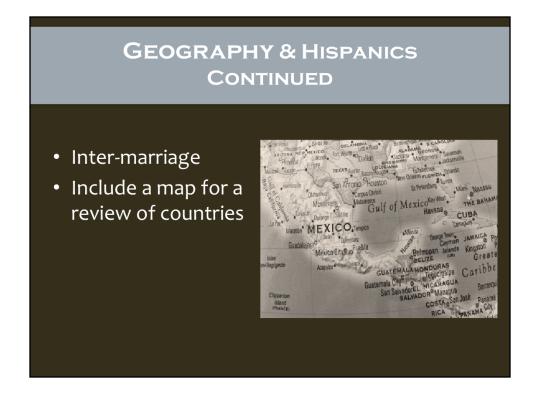
Many people identify themselves as only Hispanic and do not see themselves as having a race. Hispanics who can trace their ancestors back to Europe or Spain could be included in the White racial category.

Other Hispanics may trace their ancestors to the original peoples of the Americas-Indian tribal groups who inhabited the Americas (North, Central or South America) before the Spanish explored and discovered the New World. Aztec, Inca, and the Mayan people are examples of this. They could be included in the American Indian racial category.

• Origins in Spain – white race • Origins in the Americas – American Indian race

Also, some Hispanics are able to identify themselves by the country that they come from, such as being Mexican but do not consider themselves as Hispanic nor are they comfortable with identifying their race. This information may give you background information to help them identify their race. If Hispanics have origins in Spain, they may be of the white race.

If Hispanics have origins in the Americas (North America, Central America, or South America) before the Spanish discovered the New World, their race is coded as American Indian. Many were Aztecs, Incas, Mayans, and Peruvian Indians. North America includes Canada, US, and Mexico. South America includes Brazil, Argentina, Peru, Uruguay, Ecuador, Bolivia, Venezuela, Colombia. Central America includes Costa Rica, Belize, Panama, Honduras, Guatemala, El Salvador, and Nicaragua.



Puerto Rico is a U.S. territory and people who live there are used to giving race and ethnicity information but people who come to Wisconsin from other countries may not be familiar with identifying themselves this way. If this is new to them, they may need help to understand and to identify themselves.

Some inter-marriages occurred between races, such as between native Mayan or Aztec Indians (American Indian race) and the Spaniards (white race). They may or may not identify themselves as having two races. Other Hispanics may consider themselves to be black if they have origins in any of the black racial groups of Africa, such as Haitians or Jamaicans. The WIC applicant needs to identify their race. If you help them identify the country from which they come, you may be able to better help them identify their race. Using a map is helpful.

Review the numbers of participants by race in the WICY3008-1 Annual Count of Participation - Statewide Totals											
s tab.	REPORT NUM: WICY3008-1 WISCONSIN WIC PROGRAM Report Period: 01/01/2009 thru 12/31/2009 WICY3008 Annual Count of Participation - Statewide Totals										
)r			Women								
odi			Non- Child Breast- Breast- (by age)								
Re	Race	Ethnicity	Pregnant	feeding	feeding	Infant	1	2	3	4	
빌	Single Race										
SC	White	Hispanic	2,589	3,225	4,315	7,388	5,843	5,255	4,774	6,409	
R		Non-Hispanic	7,554	6,024	17,344	18,795	13,655	11,113	9,714	13,030	
.⊑	Black or African American	Hispanic	39	29	133	269	203	183	138	161	
<u>.s</u>		Non-Hispanic	2,616	1,056	7,018	7,927	5,229	4,554	3,910	5,229	
This report is in ROSIE Reports tab.	American Indian or Alaskan Native	Hispanic	164	311	314	345	375	347	429	753	
		Non-Hispanic	305	150	609	555	384	412	424	563	
S	Asian	Hispanic	6	4	11	29	22	19	17	14	
بَح	Native	Non-Hispanic Hispanic	593 14	277	1,601	1,583 46	1,208	1,068	937 10	1,436	
-	Native Hawaiian or Other Pacific Islander								10	20	
		Non-Hispanic	19	29	42	38	32	35	25	20	

Here is a sample report showing participants by ethnicity and race. Notice the various races that make up the WIC participant population.

Click ahead to advance.

Civil Rights: ROSIE 9/30/10



Ms. Ortega states she is Mexican. How can you help her determine her race (s)? Complete the exercise and then click ahead.

Answer: To help her determine her race ask her if she is a descendent from Spain or is she a descendent of the native peoples, such as the Mayans or Aztecs. If her reply is Spain, enter White race. If her reply is she is Mayan or Aztec, enter American Indian. She might be both white and American Indian.

If she does not know, determine her race by looking at her. Then, select at least one race in ROSIE and tell her what you selected. Record in ROSIE Comments that the race was based on observation.

Civil Rights: ROSIE

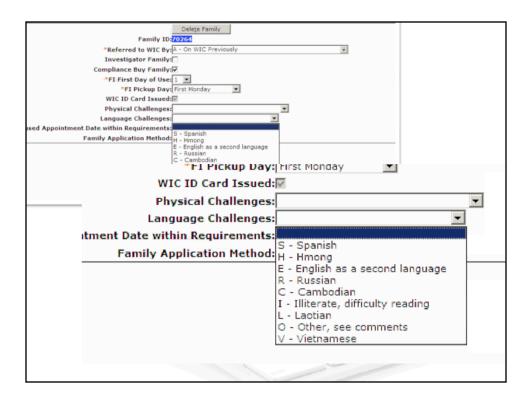
LIMITED ENGLISH PROFICIENCY (LEP)

- Told primary language is not English
- Err on the side of caution and schedule or bring in an interpreter



An individual with "Limited English Proficiency" is a person who does not speak English as their primary language and who has limited ability to read, write, speak or understand English. In Wisconsin, the largest groups of people are those who speak Spanish and Hmong. Certain areas have large Russian, Slavic and Somali LEP communities. You may think that individuals speak English well enough for a WIC appointment but they may not understand some nutrition and health concepts.

Laws and regulations require that we do not discriminate based on national origin. To avoid discrimination, when a participant has a language challenge, WIC is required to provide an interpreter to provide meaningful and equal access to services.

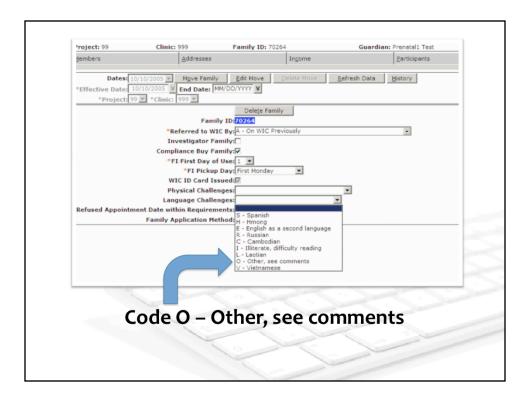


If an applicant or participant has a language challenge, it is required to record it in the ROSIE Information tab even though the field is not marked as required (with a red asterisk). Advance to continue.



The best time to complete the Language challenge field is during prescreening for the appointment. At this time, an interpreter can be scheduled in advance of the appointment. Another time this field can be completed is during intake. Ask "Do you need an interpreter for the appointment?" If someone calls on behalf of the guardian, that may be an indication that assistance may be needed. Inquire if an interpreter will be needed.

If you are unsure the family needs an interpreter but sense the need, err on the side of caution and schedule or bring in an interpreter. When the guardian or applicant is at the WIC office, show them the "I Speak" statements or "I need an interpreter" cards to help identify the language they speak and the language interpreter needed. If the applicant cannot read the cards, they may recognize their written native language.

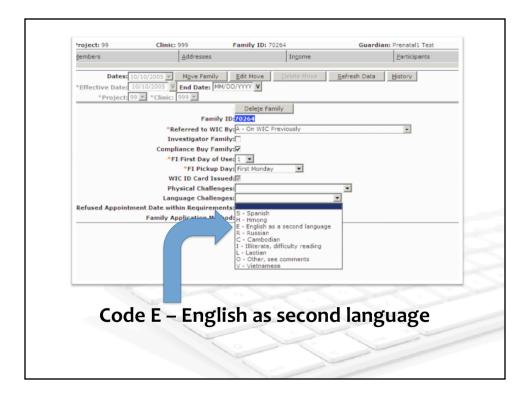


When selecting code O for "Other" language challenges, document the language challenge in ROSIE Comments.

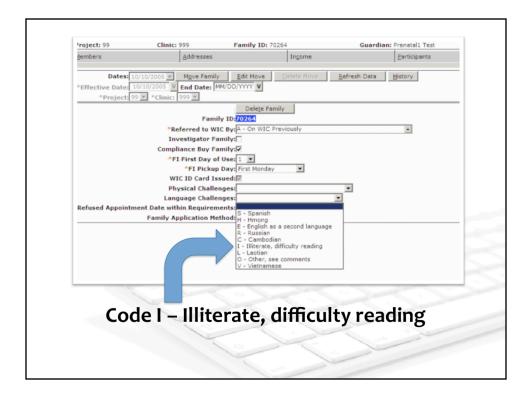
If you need to be reminded to schedule an interpreter because one is not on staff, create an alert so that the scheduling occurs. You may have a way of scheduling the participant in your ROSIE Scheduler. Ask the WIC Director or your co-workers how this is done at the WIC Office. Document in ROSIE Comments that an interpreter was scheduled to inform other staff.

If you use an interpreter for your job (during intake, health screening, or check pick up), document that in ROSIE Comments. CPAs and Nutrition staff enter a check in the Interpreter checkbox in the Care Plan. This will document that a third person was involved in providing services and will justify the payment for a language interpreter with WIC funds.

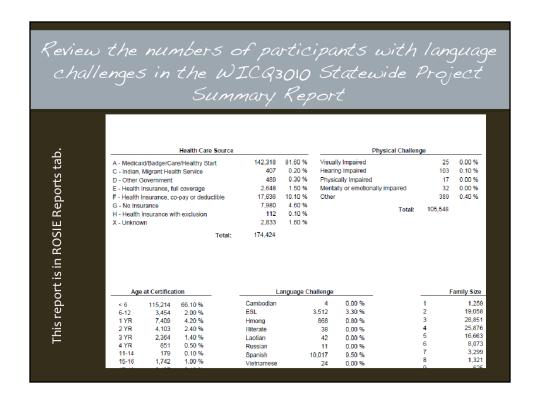
Remember, if a sign language interpreter is needed, select code D – Hearing Impaired in the Physical Challenges field.



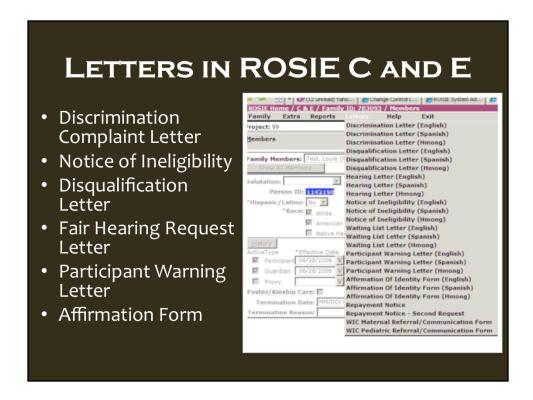
In ROSIE you will have to make a decision about whether or not a participant needs an interpreter. Select English as a Second Language when the participant states or seems to speak English but sometimes has difficulty understanding English. In some cases, the code may need to be added or edited after an assessment of the participant's skills is made during the appointment.



There also may be participants who have difficulty or no ability in reading and writing. In some cases, the code may need to be added after an assessment of the participant's skills is made during the appointment.



Here is a sample report showing participants by language. Notice the number of languages spoken by WIC participants. Click ahead to continue.



Letters, Notices, and forms are available in the English, Spanish, and Hmong languages. These letters, notices, and forms notify the participant and guardian of their rights and responsibilities, their right to a Fair Hearing, and how to file a discrimination complaint. Appointment Reminders are in the ROSIE Scheduler.

Many of these documents are also in WICPRO in the PDF format to print and take to satellite sites.

QUESTIONS?

- Review policies 10.14 and 10.51
- Many documents are in ROSIE Help
- Ask Project WIC Director
- Contact Regional Office Nutrition Consultant or Milwaukee County WIC Office (if you work in Milwaukee)
- WIC Operations Coordinator at State WIC Office

This wraps up module 2 of 5. Have any questions? Use the resources that are listed here.

